

Safeguarding Policy - Canine Allies CIC.  
& Anti-bullying statement.

### **The purpose of this policy is to:**

- protect children and adults who use Canine Allies CIC's services,
- protect vulnerable individuals who use Canine Allies CIC's services,
- protect volunteers & staff members of Canine Allies CIC.

*This policy applies to anyone working on behalf of Canine Allies CIC including senior managers, paid staff, volunteers, sessional workers, agency staff and students.*

## **Our standards.**

### **At Canine Allies CIC we believe that:**

- all individuals should be free from harm,
- vulnerable children and adults should never experience abuse of any kind,
- we have the responsibility to promote the welfare of disabled individuals, to keep them safe and to act in a way that protects them.

### **We recognise that:**

- the welfare of disabled individuals are paramount in the work we do and must be taken into consideration in all the decisions we make,
- we must work in partnership with disabled individuals which is essential in promoting disabled individual's welfare,
- all individuals regardless of age, disability, gender reassignment, race, religion/belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse,
- some individuals may be more vulnerable than others because of the impact of previous experiences, level of dependency, communication needs or other needs where extra safeguards may be needed to keep those vulnerable safe from abuse.

## **Our efforts:**

We will seek to minimise harm to vulnerable individuals by:

- valuing, listening to and respecting them,
- appointing a lead member for safeguarding
- all staff members and volunteers involved with clients will be safeguard trained with an annual review each year,
- all staff members and volunteers involved with clients will be fully DBS checked,
- recording and storing of data is held professionally and securely in line with data protection legislation and guidance,
- promoting the use of a concerns form for safeguarding concerns for both disabled individuals and their assistance dogs where the reporter can be anonymous if they wish,
- ensure that all staff members and volunteers are educated on what help lines there are available should a member reach out to them needing help,
- use procedures and legal remedies to manage any allegations made against staff and volunteers appropriately,
- use procedures and legal remedies to manage any allegations made against members of Canine Allies CIC,
- creating and maintaining an anti-bullying environment and ensuring that we have a procedure to help us deal effectively with any bullying that does arise,
- ensuring we have a safe virtual and physical environment for our members by applying health and safety measurements and making risk assessments where appropriate,
- Build a safeguarding culture where staff, volunteers, members and their friends/family treat each other with respect and are comfortable with sharing concerns.

September 2024.

**The purpose of this policy statement is:**

- To prevent bullying from happening between individuals who are a part of our organisation or take part in our services,
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need,
- To provide information to all staff, volunteers, clients and their families about what we should all do to prevent and deal with bullying.

*This policy applies to anyone working on behalf of Canine Allies CIC including managers, paid staff, volunteers, sessional workers, agency staff and students.*

**What is Bullying?**

A range of abusive behaviour that is

- Repeated,
- Intended to hurt someone either physically or emotionally,

**> Cyber-bullying**

- Sending threatening, upsetting or abusive messages,
- Creating and sharing embarrassing or malicious images or videos,
- 'Trolling' - sending menacing or upsetting images on social networks,
- Voting for or against someone in an abusive poll,
- Setting up hate sites or groups about an individual,
- Creating fake accounts, hijacking or stealing online identities to embarrass a vulnerable individual or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on disability, race, religion or belief, gender identity or sexuality.

**We will seek to prevent bullying by:**

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to face contact and online, within and outside of our organisational activities,
- Holding regular discussions with staff, volunteers and students about bullying and how to prevent it,
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racism, sexism, homophobia, transphobia and other discrimination
- Putting clear anti-bullying procedures in place.

**When responding to bullying we will ensure to take into account:**

- The needs of the person being bullied,
- The needs of the person displaying bullying behaviour,
- Needs of any bystanders,
- Our organisation as a whole.

**Diversity & Inclusion**

We will be proactive about:

- Seeking opportunities to learn about and celebrate difference,
- Increasing diversity within our staff, volunteers, members, students and any other individual in relation to our organisation,
- Welcoming new members to our organisation.

## **Contact Details**

Emilie Dashwood & Holly Bluett.

Safeguarding Officers.

[info@canineallies.co.uk](mailto:info@canineallies.co.uk) for general safeguarding enquiries.

[complaints@canineallies.co.uk](mailto:complaints@canineallies.co.uk) for major concerns or complaints.

07476826008 - WhatsApp message for Emilie Dashwood in an emergency.

*This policy was last reviewed on January 4th 2025.*

*We review this policy annually to ensure we keep in good practice.*

*Written Canine Allies CIC 2024.*